

New Directions



Published for ADHS Employees

September 1986

Director's message

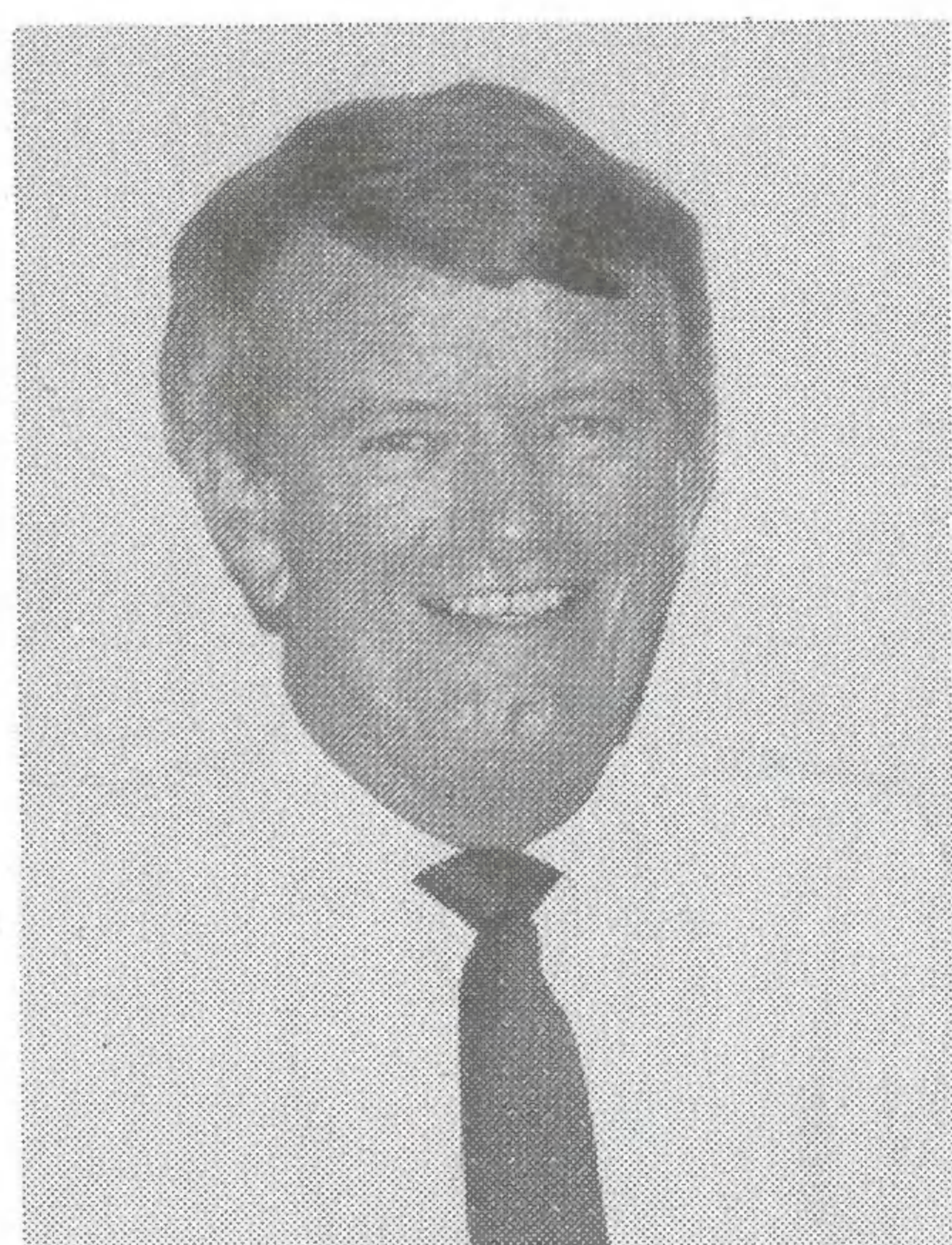


Photo by M.J. Bielek

One of my primary concerns is to improve communication and human relationships within our department.

Our open door policy will continue. Employees are invited to come to my office and comment or question anything related to the department or their jobs. Open door is held Thursday afternoons from 4 to 6 and appointments are not necessary.

Without the exchange of information there can be very little understanding. And without understanding, the success that comes from cooperation and teamwork can seldom be realized.

We need your input. To succeed, we must work together.

Boyd Dover

Dover announces Recognition Program

"Employees are the department's most important resource, and we need to recognize them for their services and contributions to the department," said Boyd Dover, acting ADHS director, as he announced that an Employee Recognition Program will be implemented before the end of the year.

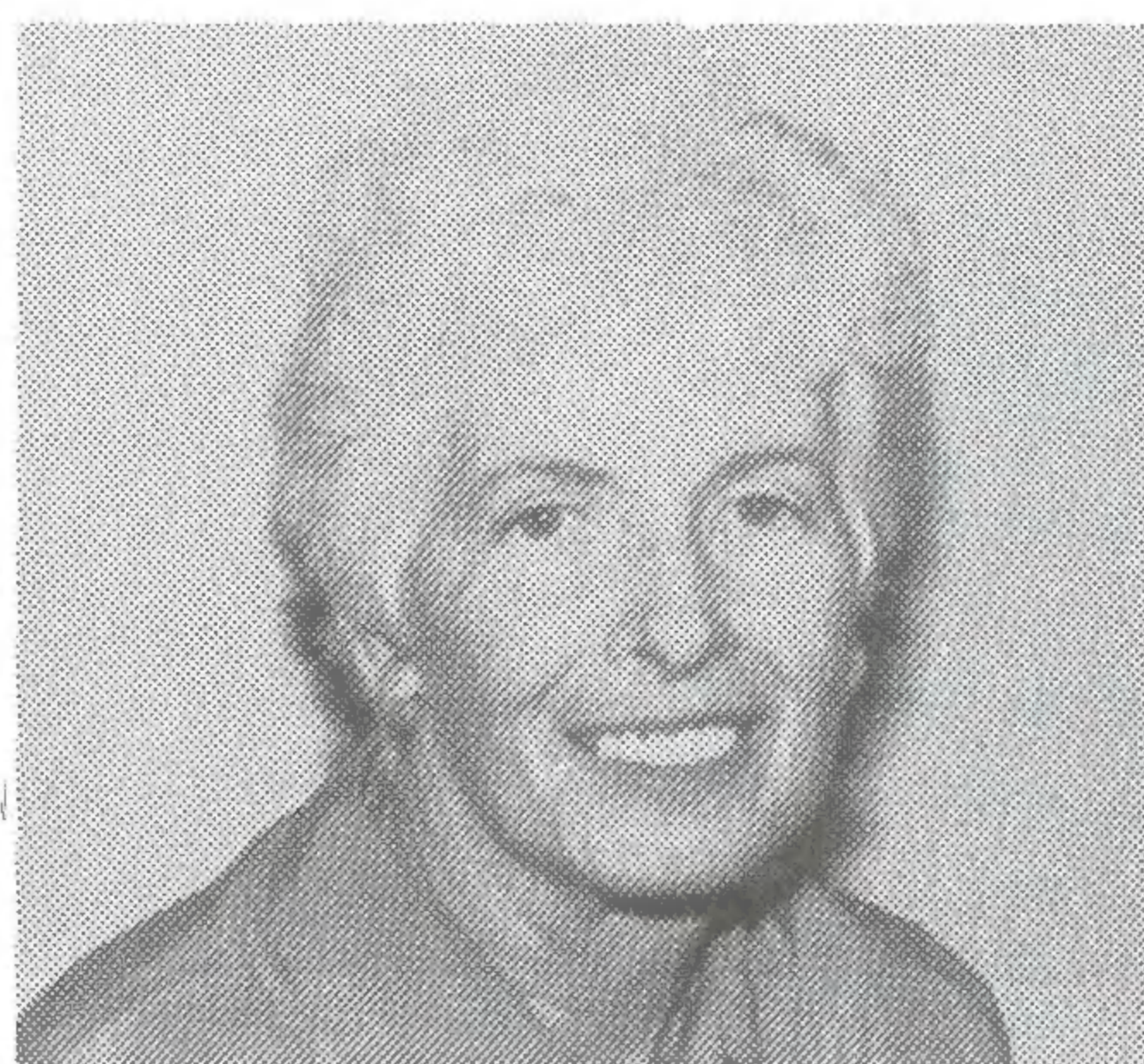
A program is being developed, Dover said, that will recognize individual employees as well as employee groups or units. Individual employees will be recognized for length of service, for outstanding performance and for extraordinary public service. Special recognition will be given to employee groups whose performance as a unit has been particularly noteworthy.

This year, at divisional level, an employee of the month program will be initiated and awards will be presented for length of service.

The Director's Office will present three awards. The meritorious achievement award will honor individuals whose service has had broad impact on the department's mission. The outstanding employee group award will recognize a special group of employees or work unit whose performance towards meeting division or department goals has been particularly noteworthy. The public service award will recognize employees who have gone beyond normal expectations in assisting a member of the public or participating in civil or volunteer work.

Any employee of the department may nominate an eligible individual for an employee recognition award. Details and nomination criteria will be announced shortly.

ADHS . . . on the job



Ann Badowski is supervisor of the Data Entry Section in the ADHS Office of Automation.

More than 1,000 records are entered into the Department's records system each day. The entries include information which covers the entire life span. Birth statistics, information on hundreds of health topics, death certificates and death statistics are keyed on a regular basis.

Working conditions in the Data Entry Section are different from those in other offices because it houses the main computer resources for the department and a lot of information. The doors are always locked because

it is a secured area, and it has its own air conditioning system to maintain the proper temperature for the computer and other machines.

Because the information handled by the Data Entry Section is never-ending, so is the workload. Staff members work in two shifts, starting at seven in the morning and closing shop at two in the morning the following day. One shift is for eight hours, the other for ten hours four days a week.

Badowski has been in her supervisory position for nine years, taking the continuous workload and special projects that pass through her office in stride. She praises the 14 operators on her staff for their cooperation and expertise.

"We just keep chugging along," she says. "An operation like ours could fall apart if the staff didn't care or if there was a lot of turnover. We're very lucky."

One of the section's current projects is entering birth records from the 1920's into the Birth Online Access System (BOLA). That date was picked, Badowski says, because people born then are preparing for retirement and travel so the department expects numerous requests for birth information. Records for births after 1950 are already in their system.

Employee Recognition Committee volunteers

To assure objective evaluation of all nominations and documentation, an Employee Recognition Committee will be formed.

"We would prefer that the committee members be volunteers with a sincere interest in the program," Dover said. "All divisions should be represented."

Employees interested in serving on the Committee are asked to notify Boyd Dover in writing by October 29, 1986.

News notes

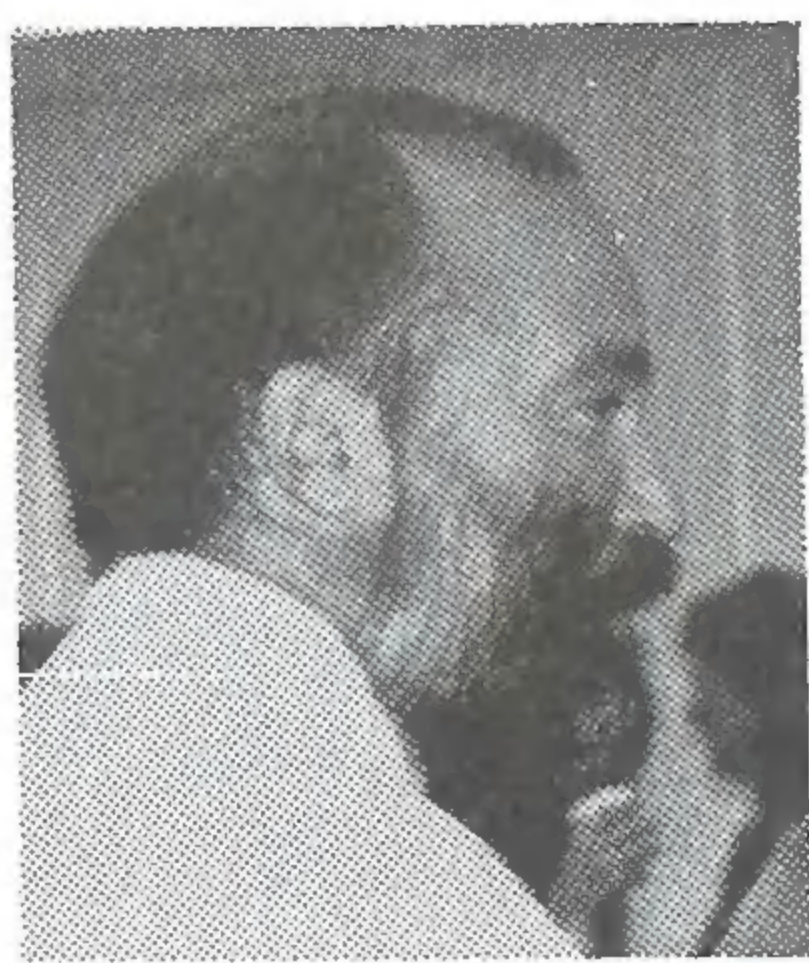
The 1986 "Directory of Licensed Long Term Health Care Facilities and A Guide to Selecting Long Term Care Services" is now available. The guide lists all long term care facilities licensed by the Department of Health Services and includes information about services and fees for home health agencies, supervisory care homes and nursing homes. Information is also provided on supportive services such as adult day care, home-delivered meals, group dining, visiting services and transportation. A free copy of the directory is available by calling the Office of Long Term Care at 220-6409.

Public meetings will be held throughout the state during October and November to discuss the current status of nursing manpower and the need for possible changes in nursing education. Money to study the current situation and to project future nursing needs was allocated to the department during the 1985 legislative session. The findings of the study and the recommendations from the committee will be discussed during the public meetings. More information is available from Georgia Macdonough at 255-1015.

The rate of anemia among America's children has dropped 60 percent, according to a report from the national Centers for Disease Control. **Sheryl Lee**, manager in the ADHS Office of Nutrition Services, said that public health workers in Arizona had noticed the downward trend for some time. Lee's office oversees the WIC program which serves about 30,000 participants in Arizona, 60 percent of which are children. The program provides families with nutritional counseling and coupons redeemable for food supplements. Infants receive iron-fortified formula, cereals and fruit juices. Children receive fortified cereals, fruit juices, cheese and peanut butter.



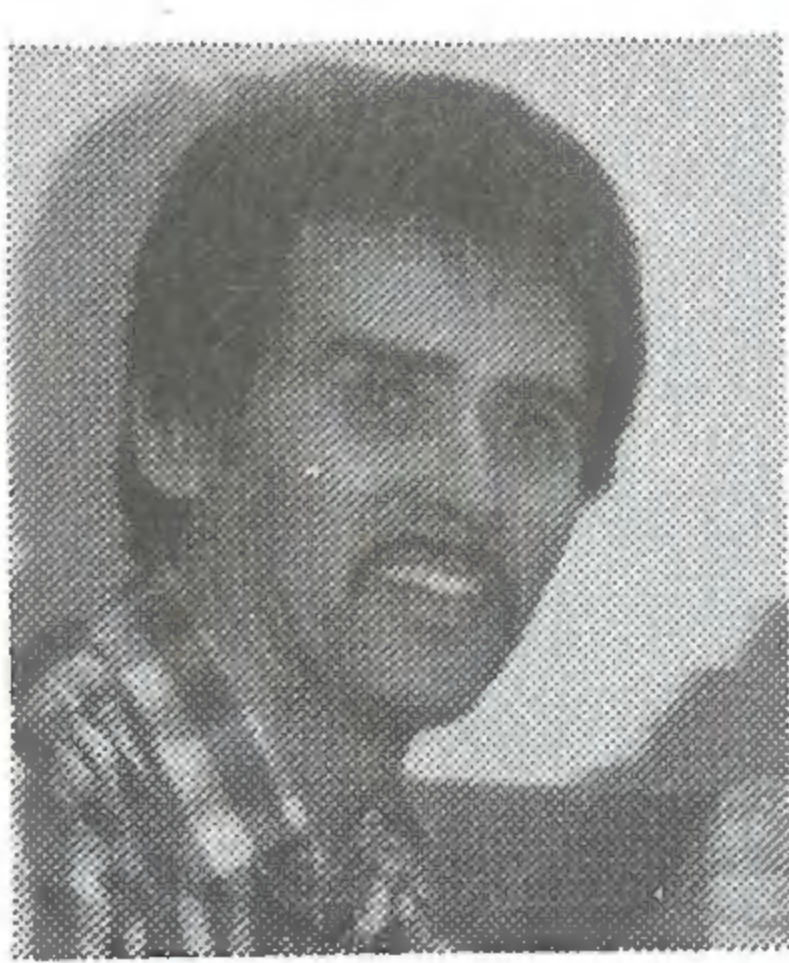
Sharon Fleetwood
Budget Office



Dr. Jack Dillenberg
Dental Health



Aldona Vaitkus
Behavioral Health



Tony Perez
ASH Warehouse



Communicable diseases reporting laws to change . . . new requirements for reporting communicable diseases will become effective in November, and implementation plans are underway at the Division of Disease Prevention. Taking a break from a planning session are **Steve Englender, M.D., John Carlson** and **Don Selvey**.



Vehicle emissions inspection waivers . . . the number of applications for inspection waivers continues to increase at the EHS vehicle emissions headquarters in Phoenix. As the line of automobiles gets longer, quality assurance inspectors **Don Bauer** and **Paul Scherer** lend a helping hand.

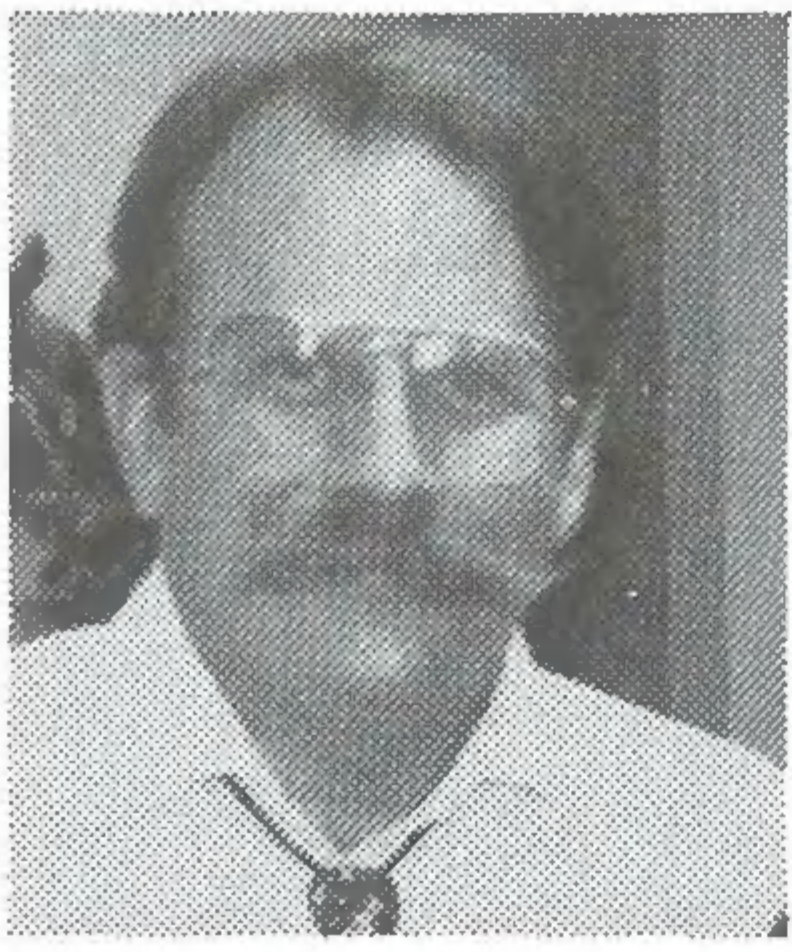
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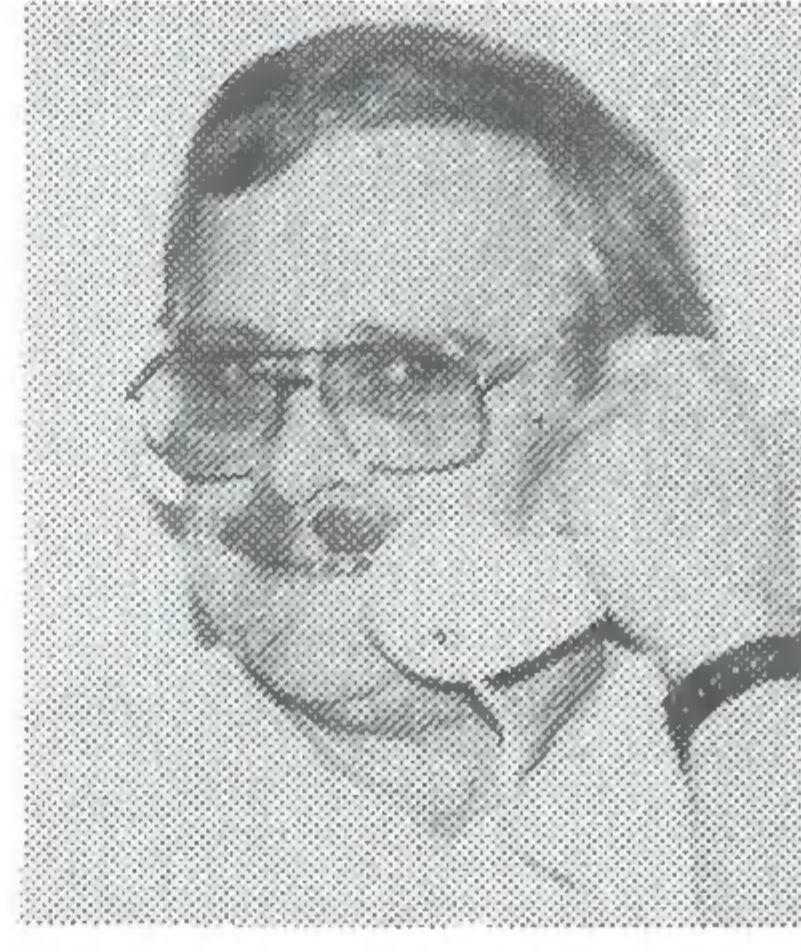
Cathy Rosenthal
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Childrens Rehabilitative
Services



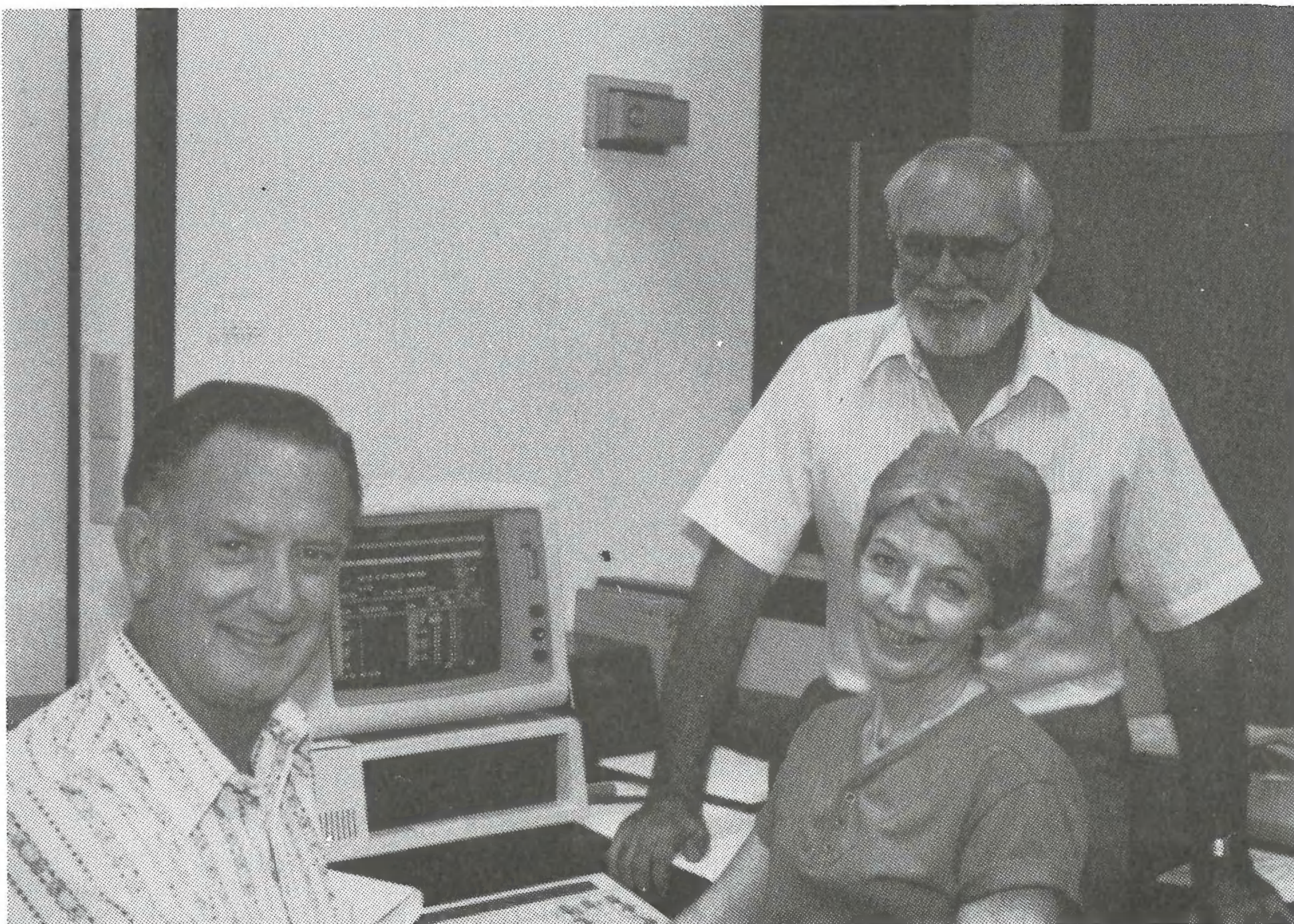
Ruby Bradley
Vehicular Emissions
Inspection



John Doll
Vector-borne &
Zoonotic Diseases

Educational Opportunities Fair . . .

ADHS employees were invited to attend a fair and hear about the educational opportunities available from twelve local colleges and universities. **Shirley Troye**, representative from Mesa Community College, poses with ADHS training officer **Beth Doyle-Geist**. The event was sponsored by the ADHS Human Resource Development Office.



Tracking Federal grants for Environmental Health Services . . . in the EHS Budget Section, **Joe Dykstra**, **Warren Schrier** and **Sal Derner** work on figures for the water, air quality and hazardous waste grants. Grants for the current year total 6.4 million dollars.

News notes

The Fresh Start Smoking Cessation Program is being offered to all employees by the department in cooperation with the American Cancer Society. The program is designed to provide the essential information and strategies for smokers to direct their own efforts to quit smoking.

Classes will be held on October 15, 17, 20 and 22.

Protection against foodborne disease will be the subject of an all day seminar sponsored by the ADHS Office of Local Health on November 4th at Arizona State University. For details and information on continuing education credits, contact the Office of Local Health at 255-1015.

In order to prepare for the next POPS implementation, a schedule of events has been established and nine training sessions have been scheduled for September and October. PPER review will be conducted from October 6 to October 24. The report of final awards will be made to assistant directors for notification of employees on December 30. Paychecks which include the POPS awards and letters of explanation will be issued on January 9 for cycle I and January 16 for cycle II.

Arizona births and marriages outpace deaths and divorces

The number of babies and married couples in Arizona increased much faster than births and deaths last year, according to the "Vital Statistics 1985" report just released by the ADHS Office of Vital Statistics.

The report shows 59,344 babies were born last year, up 7.7 percent from the 55,108 born in 1984.

In 1985, 24,577 people died in Arizona - a 3.3 percent increase over 1984, when 23,785 deaths were recorded.

There were 35,723 marriages recorded in Arizona last year, up 7.2 percent from the 33,311 in 1984.

The five leading causes of death in Arizona last year were: heart disease, 7,967 deaths; cancer, 5,570; stroke, 1,497; accidents, 1,457, including 864 traffic deaths; and chronic obstructive pulmonary disease, 1,312.

More information is available by calling 255-1084.

Inquiring photographer

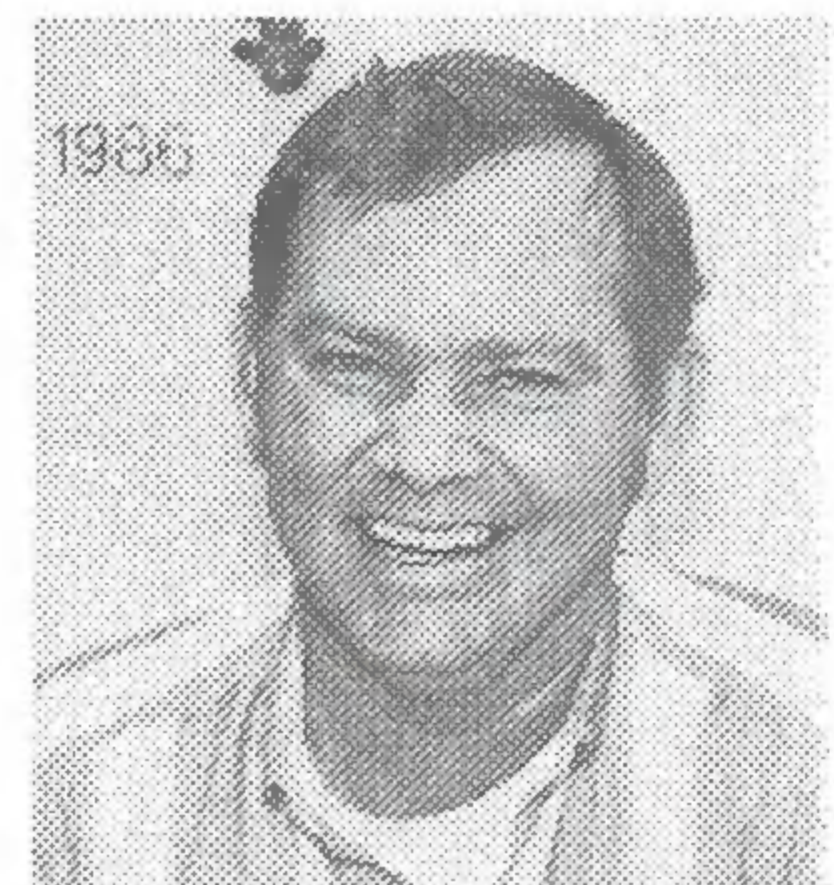
What trend(s) do you see developing in Arizona that will significantly affect our lifestyle?



Jane Bird,
Division of Administration

A positive change of leadership within the Department which will bolster morale, give a sense of purpose to the worker, instill pride which will result in a positive external image of the Department. This in turn

will reduce the stress upon each individual who devotes the majority of waking hours to the job.



Larry F. Rich,
Pima County Air Quality Management Inspection & Maintenance

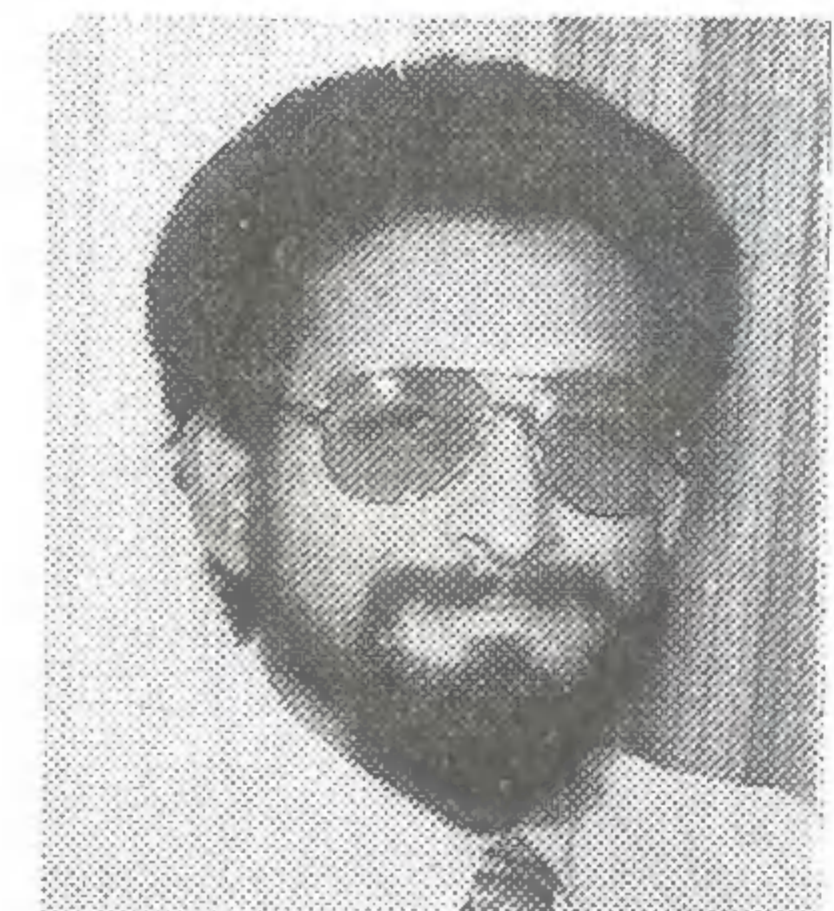
I am glad to see that the State of Arizona is taking on more women that are educated, competent and qualified to fill managerial positions. I feel this is long overdue and is a positive move on the state's part which will definitely affect a lot of people's life style.



Cal Lockhart,
Health Economics and Facilities Review

The rapid growth in population will continue to place greater economic and environmental pressures relative to traffic congestion, water and air pollution, health and welfare and natural resource preservation. The thought of the Valley becoming a continuous urban

populace along I-10 to Tucson makes me appreciate growing up in Phoenix when the population was 50,000 and it was a long trip to Glendale.



Ira Domsy,
EHS Planning and Program Development

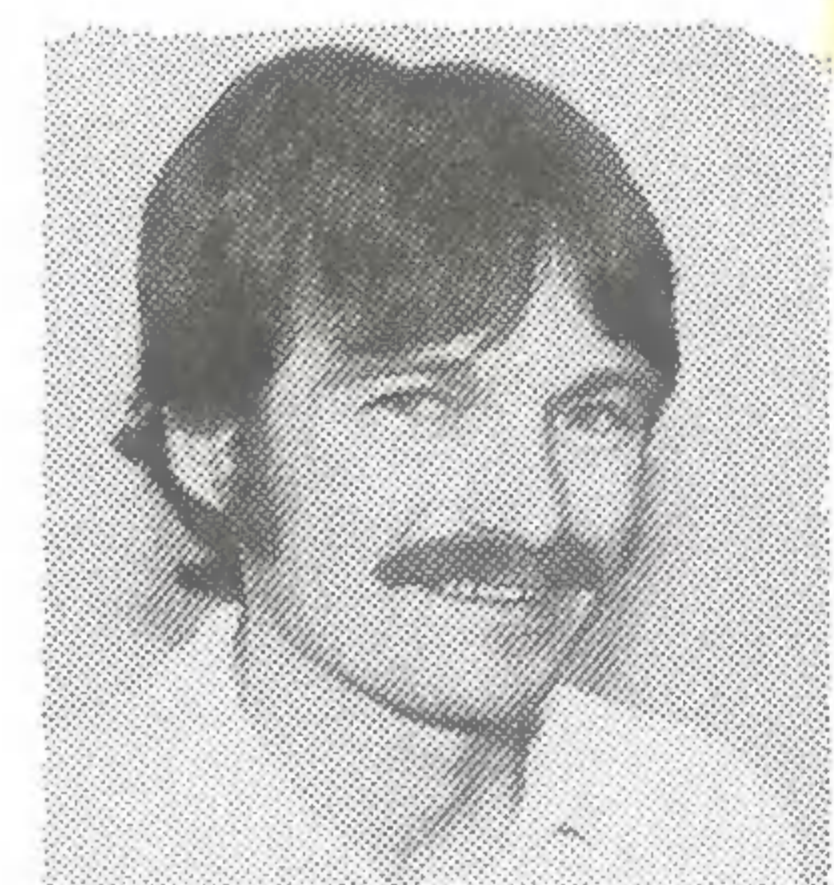
Continued rapid growth of the population, particularly in the metropolitan areas, will result in more crowding and congestion than anyone can envision. The elbow room many people come to Arizona

for will be a commodity. We will have to rely more on mass transit. We will also have to be willing to pay more to subsidize mass transit and other services to keep the cities from becoming totally unbearable places to live.



Alyce Michas,
Infectious Disease Services

The population growth affects Arizona's lifestyle more than any factor. It changes our environment from a "down home" atmosphere to a major cultural and entertainment center. Our newcomers bring a fresh outlook on everything from education and politics to food and fashion. This new outlook also enhances our awareness of the natural beauty of our State. I'm glad I'm already here.



Jerry Haasken,
Arizona State Hospital

I expect further computerization of small businesses and our home environment. I see more awareness of health and air quality control, which will affect and extend all of our lives. I also foresee that, more and more,

private businesses will replace public institutions as less and less tax dollars become available.



Participants in the September New Employee Orientation session. Welcome to the Department of Health Services!

New Employee Orientation held monthly

An all-day orientation session for new employees is held each month.

Participants have an opportunity to learn about employee benefits packages, what the state evaluation system is and how it affects their salaries, and what a planning document is and why they need one. Presentations on other programs, such as employee assistance and staff development and training, are also included.

In addition to learning about the goals and responsibilities of ADHS, attendees are given an overview of how state government functions. The day culminates with a tour of the State Capital.

The employees who attended the September New Employee Orientation session are:

D.C. Foster (ASH); Judie Ford (ASH); Ben Harris (ASH); Michael L. Miller (DPS); Patricia O'Brien (DPS); Donald Ortega (ASH); Sherry Holly-Reps (ASH); Sharron Ross (ASH); Stuart Siless (EMS); Jerry Stout (EHS); Carole Taylor (ASH); Betty Williamson (ASH).

Thank you, readers!

Our thanks to all of you who returned the ideas and suggestions form from the July issue of **New Directions**.

We are pleased by your response. Most of your votes and comments indicate a need for interpretation and more information on department policies, as well as a section where you can ask questions and express your opinions. As we work to develop such a section, we welcome your questions and letters to the editor.

The newsletter topics you asked for, ranked in priority order are

- interpretation of department policies
- questions and answers
- suggestions to the department
- employee recognition/profiles
- highlights of department programs
- health tips
- legislative issues
- letters to the editor
- travel and vacation in Arizona

In addition to your votes for subject matter, your comments reminded us that we have regional offices in Flagstaff and Tucson, asked for a section on field offices, suggested a guest editorial or opinion section, applauded the inquiring photographer column, and asked for more recognition for clerical staff.

We will try to oblige!